

**CALIFORNIA WORKFORCE INVESTMENT BOARD  
COMMITTEES AND WORKGROUPS UPDATE  
DECEMBER 3, 2002**

**FARMWORKERS WORKGROUP**

**Background:** Seeking information on issues affecting farmworkers in California, Board staff solicited input from a broad range of individuals, which included State and Local Board members and representatives, growers, and representatives from higher education, organized labor and community-based organizations. These discussions led to the development of a Farmworkers Workgroup.

**Progress:** The Workgroup will meet next in January 2003, reconvening in an effort to ensure that programs and services offered through the workforce investment system are accessible to, and meet the needs of California's farmworkers and agricultural industry. The group's discussion will cover such topics as:

- Information needed to ascertain the needs of the agricultural industries and opportunities available in California's rural economies (e.g., skill gap analysis, demographics, economic development initiatives);
- The need to coordinate farmworker service providers and One-Stop services (e.g., co-enrollment), as well as other community service providers;
- An assessment of government services, and other resources available to farmworkers in order to identify service gaps; and
- Potential barriers to addressing effectively the needs of farmworkers and the agricultural industry, such as WIA performance measures and local program designs like work-first.

At the invitation of the Imperial County Workforce Investment Board, State Board staff participated in a roundtable discussion regarding services to Imperial County's agricultural industry and labor force. This discussion exemplified a growing realization of the needs of a changing agricultural industry and the consequent need to develop effective strategies for serving farmworkers.

In a closely related effort, a series of four regional Farmworker Forums were held between April and July, 2002. State Board staff continue to work on the Farmworker Forum Report in collaboration with the U.S. Department of Labor.

**LOCAL AREA WORKGROUP**

**Background:** Under direction of the State Board, staff has convened a Local Area Workgroup (LAWG) comprised of local elected officials, State Board members, Local Workforce Investment Board (LWIB) executive directors, and others. To date, the Workgroup's efforts have focused on assisting the Board in dealing with a variety of federal, state and local issues pertinent to WIA implementation. The LAWG also provides a potential vehicle through which California's 50 LWIBs can communicate their concerns to the State Board.

**Progress:** The major accomplishments of the LAWG to date has been to provide feedback and assistance the State Board with recommendations on policy issues concerning California WIA performance, including: (1) definition of “failure to perform,” (2) the redesignation process for Local Workforce Investment Areas, and (3) the recertification process for LWIBs. The LAWG has had three formal meetings so far and is scheduled to meet on the second Wednesday of each quarter.

The current focus of the LAWG is quality enhancement of existing service-delivery systems in California. The workgroup is researching methodologies used by different states to develop formula allocations for Dislocated Worker funding.

The LAWG will meet in January 2003 in Long Beach, hosted by the City of Long Beach Workforce Investment Area. Agenda items to be considered at this meeting includes (but are not limited to) the development of a charter for the workgroup, waivers, WIA reauthorization, and briefings on current LWIB pilot and research projects.

## **ONE-STOP CERTIFICATION WORKGROUP**

**Background:** In November 2001, the State Board established a One-Stop Certification Workgroup to explore the issue of state-level certification of One-Stop Career Center systems. The group includes staff from the U.S. Department of Labor as well as State and local One-Stop partners, including the State Board, the California Workforce Association, a member of a local Board of Supervisors, members of Local Workforce Investment Boards, LWIA representatives, One-Stop staff and others. The Workgroup is designed to connect with other State Board workgroups such as the Local Area Workgroup, in order to avoid duplication and to coordinate approaches in overall system standards development and marketing.

**Progress:** The Workgroup has met several times since the last State Board meeting: October 16 in Ventura County, October 23 in Sacramento, and November 14 in Oakland. The Workgroup has identified two co-chairs: State Board member Kathleen Milnes and Bruce Stenslie, Executive Director of the Ventura County Workforce Administration. Ms. Milnes and Mr. Stenslie are providing leadership to the Workgroup and to staff in developing a State-level One-Stop certification policy for presentation to the State Board at its December 12 meeting.

In keeping with the State Board’s intent, the policy focuses on outcomes related to statewide system recognition while identifying and synthesizing current local strategies for One-Stop certification. The draft policy is being presented at the December 12, 2002 State Board meeting for action.

The Workgroup has established two subgroups: one on Standards and Self-Assessment to more fully develop the application, assessment, and process for State-level certification, and one on Marketing and Incentives to work on developing a statewide campaign of recognition and incentives for the One-Stop system. The Workgroup is piloting its products and processes in three local workforce investment areas.

The Workgroup's workplan and timeline for next steps involve three anticipated outcomes by March: 1) finalizing recommendations for the self-study guide and application process, 2) issuing a progress report on the workgroup's pilot projects, and 3) making recommendations for using the One-Stop certification standards for statewide incentives and marketing of the system. The Workgroup's next meeting is scheduled for January 17, 2003.

## **PERFORMANCE BASED ACCOUNTABILITY (PBA) COMMITTEE**

**Background:** The State Board's Performance Based Accountability System was formed to measure the employment and earnings outcomes of participants in publicly-funded workforce development programs in California. The PBA Committee continues to work on System expansion and improved use of the information generated by the system.

### **Progress:**

- The most recent meeting of the Committee was held in Pasadena on October 8, 2002. Agenda items included a presentation on the Central Valley Universal Service Tracking Pilot, a discussion on PBA Standards, an update on the status of the Fourth Annual PBA report, progress report on the New PBA system, and a lunch program discussion on the Southern California Regional Performance Excellence Forum. The Chair deferred the PBA Standards establishment discussion until the next meeting to allow for more in-depth discussion by the committee members. The full progress report on the New PBA system was also deferred to the next meeting due to time constraints.
- The State Board and the Employment Development Department (EDD) are active participants with the Southern California Regional Performance Excellence Forum (SCRPEF). This effort receives some funding from both the DOL and WIA 15 Percent Discretionary funds. The EDD and State Board worked with SCRPEF leadership to develop a survey of the extent customer satisfaction measurement and continuous improvement activities have been implemented in One-Stops in Southern California. The results from this survey will be available on the State Board Website at [www.calwia.org](http://www.calwia.org) in December 2002. Based on what is learned through this effort, the EDD and the State Board plan to conduct similar research in other parts of California during Fiscal Year 2002-03.
- Applied Sociology student teams from Santa Clara University and CSU Humboldt are studying the usefulness of the WIA performance measures, program improvement and community health. Their studies and recommendations will be submitted for review and comment to State Board staff in late December.

## **SMALL BUSINESS WORKGROUP**

**Background:** The Small Business Workgroup was formed in response to State Board members' requests that workforce investment efforts have a positive impact on, and improve services for, California's small businesses. The Workgroup implemented a Small Business Initiative to address employer needs and services. Through the Small Business Initiative, the Workgroup expects to identify (1) issues faced by employers, (2) successful local program models that address these issues, (3) challenges to local systems in providing and expanding employer services, and (4) policy-level solutions for overcoming those challenges.

**Progress:** The Small Business Initiative began with a series of four forums held from late February through June 2002, which resulted in valuable feedback from small business owners. Several key issues were common to all four forums. The two issues most emphasized were (1) job seekers' lack of both employability skills and basic "soft skills," which seems to have reached a critical stage, jeopardizing the ability of businesses to continue providing products and services as the present workforce ages and retires; and (2) a widespread concern that the decline of high school and community college vocational programs is leading to critical shortages of workers in professions that do not require four-year college degrees. Also, employers expressed concern that many job seekers do not understand the relationship between productivity and wages, overvaluing low-skilled jobs and undervaluing higher-skilled jobs available in construction or manufacturing. A detailed report is available on the findings from the Small Business Forums.

The Small Business Initiative continued with a series of focus-group meetings with local directors, managers and business service providers. The first meeting was held in Napa on August 16, with participation by several local areas in the Greater San Francisco Bay Area. The second meeting was held in Los Angeles on September 17, with participants from the City of Los Angeles' local area and other local areas in Los Angeles County. The third meeting was held in Orange County, with participants from that county's three local areas. The groups addressed issues, challenges and solutions to providing business services, and identified successful program models being used locally.

The Workgroup's efforts will culminate in a final report on the year's outreach and research activities and findings, and may include the identification of policy-level and federal-level solutions, and the development of policy recommendations.

## STATE YOUTH COUNCIL

**Background:** The Board established the State Youth Council to provide leadership for youth development in California by (1) providing policy guidance for local youth councils, (2) promoting coordination among the myriad of youth programs currently serving California's youth, and (3) addressing critical issues affecting California's youth. The Youth Council held its first meeting January 31, 2002, after which five workgroups were created to enable the Council to carry out its work: Youth Involvement; Critical Youth Needs; Comprehensive Youth System; WIA Issues; and Leadership.

**Progress:** The Youth Council met in Long Beach on November 20, 2002. The key items of discussion were:

- There is a continuing need for a willingness to take immediate steps to improve the lives of at-risk youth, while pursuing at the same time a long-range vision that serves to build a better youth-serving system for California. Immediate actions include sponsoring the printing and distribution of the marketing poster for the California Youth Crisis Line and participation on the Governor's Foster Youth Initiative.
- Pursuit of a long-range vision was evident in the continued discussion regarding development of a comprehensive state youth plan for California. The Youth Council sees such a plan as a tool that can influence and align policy at state and local levels, seeking to influence education, workforce development, social supports and other programs and services designed to address the developmental needs of youth in California. The plan will provide a framework to help California build a true system, define a role and implementation framework for local youth councils in building that system, engage our schools and provide for more efficient use of all federal, state and local resources.
- The Council approved a draft of elements to be included in California's policy for providing additional assistance to local areas with high concentrations of WIA-eligible youth. This policy is being developed in response to findings from the Department of Labor's July 2002 review of California's WIA implementation. Both the Board and the Employment Development Department will be involved in developing the final policy statement.
- The Youth Involvement Workgroup is in the process of establishing a Youth Advisory Council to provide the State Youth Council with input from a broad spectrum of California's youth. The initial meeting of the Youth Advisory Council will hold its first meeting in early 2003.

The State Youth Council will next meet on January 29, 2003, in Sacramento.

## UNIVERSAL ACCESS WORKGROUP

**Background:** The Universal Access Workgroup (UAWG) is an interagency group convened in early 2001 with Dr. Catherine Campisi, Director of the California Department of Rehabilitation serving as chair. The UAWG's goal is to ensure that programs and services under the Workforce Investment Act are accessible to persons with disabilities.

### **Progress:**

- The California Employment 2002 Symposium: Moving Forward, Disability Employment Resources was held October 2-3, 2002, in Los Angeles, in conjunction with the California Governor's Committee for the Employment of People with Disabilities (GCEPD) Fall Quarterly Meeting and Annual Awards Luncheon. Over 300 attendees participated in the 2-day event including staff from One-Stop Centers statewide, DOR staff statewide, employers and other community partners.

The opening plenary session, Employment Issues, Challenges and Solutions, was presented by Catherine Campisi, Director of the Department of Rehabilitation, Patricia Yeager, Executive Director of the California Foundation for Independent Living Centers and Rob McInnes, Liaison to the California Business Leadership Network. Workshops provided information on the Physical and Program Access Self-Assessment Guide; Accommodations/Resources: High and Low Tech; Community Resources for Support Systems; Conducting Job Fairs; Human Resource Perspective on the Impact of Disability Benefit Programs; and Employer Perspectives.

- As part of a grant from the Department of Labor, Department of Rehabilitation and the WRAP project consortium has initiated the Workplace Accommodation Specialist Program to train 28 participants to serve as specialists for customers with disabilities and employers of One Stop centers. The first group of 14 candidates began training on November 18, 2002 at San Diego State University. In addition, the World Institute on Disability was subcontracted to create a benefits planning information center website as part of this grant. The website will provide accurate, state-specific, updated benefits and resource information for persons with disabilities in California. Beta testing is scheduled to begin spring 2003. The final portion of this grant allows for approximately \$150,000 to be made available to the One Stop centers for auxiliary aids and services.
- Nine training sessions on the Physical and Program Access Self-Assessment Guide have been held; two additional regional training sessions have been scheduled. There have been 58 training sessions to date on basic disability access law, disability employment law and etiquette. Forty-five more sessions are planned as part of a cooperative training effort.

## **VETERANS WORKGROUP**

**Background:** The Veterans Workgroup was formed to provide leadership and policy guidance for workforce development issues relating to veterans in California. Some of the immediate policy issues of concern for the workgroup include veterans' representation on Local Workforce Investment Boards, strengthening One-Stop services to military separation centers, skills and academic credit coordination for articulation to California higher education institutions, and marketing strategies. The Veterans Workgroup will further develop priorities and designate desired outcomes at subsequent meetings.

### **Progress:**

- Funds through WIA Governor's Discretionary awards were announced to support 30 Veterans Employment Programs. The programs received a total of \$6,850,000 from state and federal awards.

### **Related Activities:**

Governor Davis attended the graduation of veterans at New Directions in Los Angeles on November 1, 2002. Governor Davis toured the award-winning facility which offers homeless veterans rehabilitation, transitional housing and employment services. About 160 veterans are housed in the program, primarily undergoing culinary and carpentry training.

The graduates joined Governor Davis in celebrating his continued funding of the Veterans Workforce Investment Programs throughout the State. In his speech, Governor Davis provided information regarding the funding allocated to the 30 different programs across the state serving homeless veterans. The funding has provided employment, training and housing services to more than 6,000 veterans to date.

## **WIA OVERSIGHT AND COORDINATION WORKGROUP**

**Background:** The State Board convened the WIA Oversight and Coordination Workgroup to address WIA administration and compliance issues for which the Board is responsible. The Workgroup will also work on coordination with other agencies and departments and related categorical programs.

**Progress:** The Workgroup has met twice since the last State Board meeting in September. Attendance continues to be good, with representatives from the State Board staff; the California Department of Education; the Technology, Trade, and Commerce Agency; the Community College Chancellor's Office; the Employment Development Department; the Employment Training Panel; and the State Department of Rehabilitation. The Workgroup now meets monthly, sharing information about and discussing both State legislation and next year's federal reauthorization of various programs, such as the WIA, the Wagner-Peyser Act, welfare reform, and various education statutes.